

STATE OF IOWA

LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

IOWA
WORKFORCE
DEVELOPMENT



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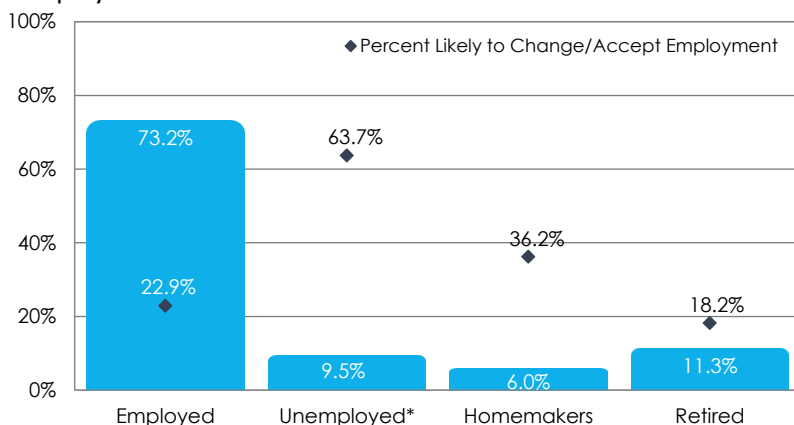
STATE OF IOWA LABORSHED SURVEY ANALYSIS

A Laborshed is the area or region from which an employment center draws its commuting workers. Community Laborshed analyses are conducted across the State of Iowa and are used to determine the approximate boundaries of a Laborshed area and to measure the availability and characteristics of its workers. The following analysis is a summary of the data compiled from 4,071 survey responses provided by individuals between the ages of 18 and 64 years old residing in the State. These responses were extracted from the statewide Laborshed database of 7,365 surveys conducted between February 2015 and December 2015 covering all statewide ZIP codes containing more than 60 households.

OCCUPATIONS AND EMPLOYMENT STATUS IN IOWA

Survey respondents were asked to identify their current job title and the industry in which they are currently working. The largest concentration of workers are employed within the wholesale & retail trade, healthcare & social services and education industries. In addition, the top reported occupations for respondents are in management and office & administrative support.

The chart below shows the percentage of respondents by employment status within the State.



Occupation	% within Iowa
Management	19.5%
Office & Administrative Support	12.8%
Education, Training & Library	8.0%
Production	7.6%
Sales & Related	6.4%
Healthcare Practitioner & Technical	6.3%
Business & Financial Operations	5.9%
Transportation & Material Moving	4.7%
Installation, Maintenance & Repair	4.0%
Construction & Extraction	3.6%
Personal Care & Service	2.6%
Computer & Mathematical Science	2.3%
Architecture & Engineering	2.2%
Building/Grounds Cleaning & Maintenance	2.2%
Food Preparation & Serving Related	2.2%
Community & Social Services	1.9%
Healthcare Support	1.9%
Arts, Design, Entertainment, Sports & Related	1.7%
Legal	1.3%
Life, Physical & Social Science	1.2%
Farming, Fishing & Forestry	0.8%
Protective Service	0.8%
Military Specific	0.1%

UNDEREMPLOYMENT



	% within Iowa
Inadequate Hours	1.8%
Mismatch of Skills	2.6%
Low Income	0.5%
†Total Underemployment	4.3%

† Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or worked for higher wages at previous employment; or are working 35 hours or more per week with wages equal to or less than the national poverty level.

INDUSTRIAL CLASSIFICATION OF THE EMPLOYED

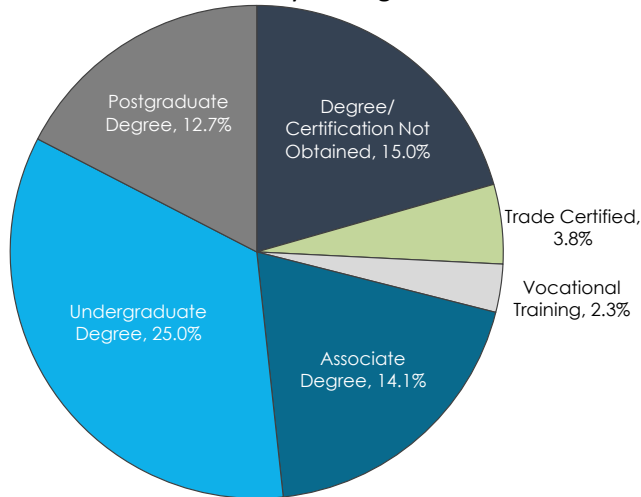
	% within Iowa	% Employed within the Industry	% Likely to Change Employment	% Unemployed* within the Industry
Wholesale & Retail Trade	14.4%	68.4%	33.2%	15.7%
Healthcare & Social Services	14.3%	76.4%	27.8%	7.8%
Education	13.5%	76.9%	19.0%	3.7%
Manufacturing	13.2%	69.8%	28.0%	12.0%
Finance, Insurance & Real Estate	7.6%	79.2%	17.2%	5.6%
Public Administration & Government	7.3%	72.4%	16.9%	5.0%
Transportation, Communication & Utilities	6.6%	69.4%	23.8%	8.1%
Professional Services	6.3%	75.2%	23.8%	9.2%
Agriculture, Forestry & Mining	6.0%	89.7%	8.3%	4.6%
Personal Services	5.3%	77.4%	19.0%	6.8%
Construction	4.5%	73.6%	17.9%	15.1%
Entertainment & Recreation	0.8%	59.5%	22.7%	16.2%
Active Military Duty	0.2%	28.6%	*	21.4%

*Insufficient survey data/refused.

EDUCATION OF THE EMPLOYED



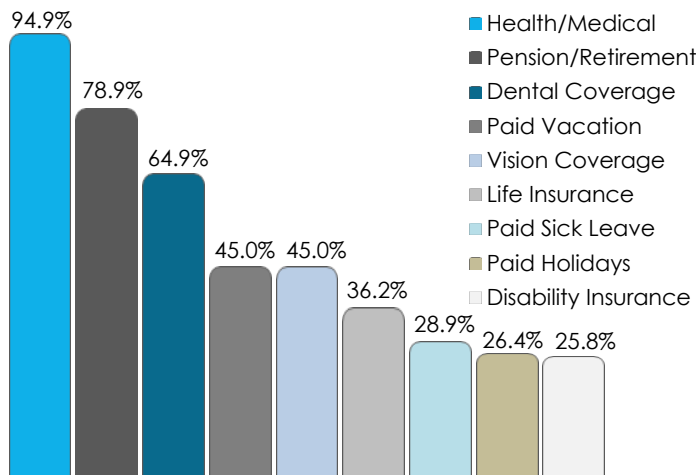
72.9% have an education beyond high school



FIELDS OF STUDY



CURRENT BENEFITS OF THE FULL-TIME EMPLOYED



The majority (78.4%) of respondents employed full-time state that they are currently sharing the cost of health/medical insurance premiums with their employer. However, 15.4 percent indicate their employer pays the entire cost of insurance premiums.

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- 22.9% of employed are likely to change employment
- 14.7% are working multiple jobs
- Currently working an average of 41 hours per week
- Average age is 48 years old
- 27.0% currently working in the professional, paraprofessional & technical occupational category followed by 24.3% in the production, construction & material handling occupational category
- \$14.36 - median hourly wage
- \$50,000 - median annual salary
- Most frequently identified job search resources:
 - Internet - 76.4%
 - www.monster.com
 - www.indeed.com
 - www.linkedin.com
 - Newspapers - 34.9%
 - Networking through friends, family and acquaintances - 25.4%
 - IowaWORKS Centers - 14.1%

EDUCATION AND MEDIAN WAGE BY INDUSTRY

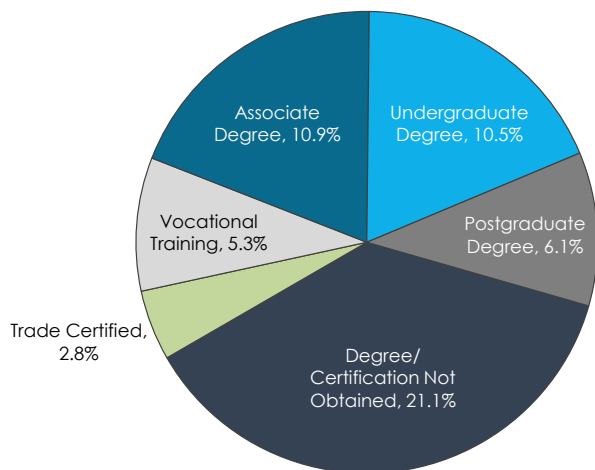


	Education				Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree	Postgraduate/ Professional Degree	Annual Salary	Hourly Wage
Agriculture, Forestry & Mining	60.5%	13.7%	19.4%	1.7%	\$50,000	\$13.75
Construction	57.2%	14.5%	11.3%	0.6%	\$55,000	\$20.00
Education	86.5%	5.5%	31.7%	37.8%	\$55,000	\$13.65
Entertainment & Recreation	73.0%	13.5%	29.7%	8.1%	\$52,500	\$9.50
Finance, Insurance & Real Estate	81.6%	10.4%	45.2%	11.6%	\$69,500	\$15.66
Healthcare & Social Services	80.3%	19.9%	24.2%	15.2%	\$57,000	\$16.00
Manufacturing	57.8%	14.0%	17.4%	6.1%	\$75,000	\$17.60
Personal Services	71.8%	10.2%	15.9%	9.0%	\$47,000	\$11.00
Professional Services	72.0%	13.8%	23.0%	13.8%	\$65,000	\$14.20
Public Administration & Government	72.7%	16.9%	24.7%	8.5%	\$65,000	\$22.00
Transportation, Communication & Utilities	64.9%	8.9%	21.0%	8.1%	\$60,250	\$17.25
Wholesale & Retail Trade	62.0%	14.1%	18.8%	3.3%	\$50,000	\$10.65

This table includes all respondents without consideration of employment status or willingness to change/enter employment.

UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 9.5% of the respondents are unemployed*
 - 63.7% are likely to accept employment
 - Average age is 46 years old
 - 60.7% are male; 39.3% are female
- EDUCATION:**
- 56.7% have some post high school education

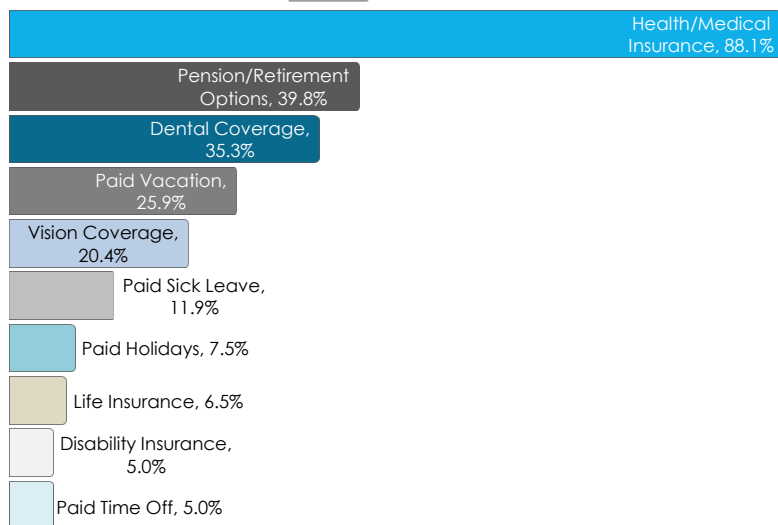


WAGES:

- \$13.00/hr - to attract 66% of applicants
- \$15.00/hr - to attract 75% of applicants
- \$10.00/hr - lowest wage willing to accept (median)
- 70.0% expressed interest in temporary and 67.2% expressed interest in seasonal employment opportunities
- 53.4% expressed interest in working varied shifts
- Desired Occupational Categories:

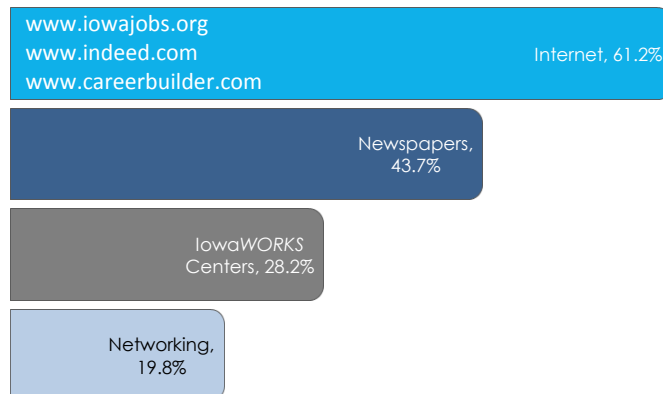
	% Unemployed Likely to Accept
Production, Construction & Material Handling	31.8%
Clerical/Administrative Support	22.5%
Professional, Paraprofessional & Technical	20.8%
Service	14.5%
Sales	4.0%
Managerial/Administrative	3.5%
Agriculture	2.9%
Total	100%

DESIRED BENEFITS



- 60.0% indicated they prefer employment offers where employer and employee share the cost of medical insurance premiums.

TOP JOB SEARCH RESOURCES



*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

IN PARTNERSHIP:



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